

in their personal problems. Regular consultative meetings between the management and union officials were recommended to replace irregular meetings called at the request of the union when grievances arose. These irregular meetings, which were always centred around grievances, took place in a strained atmosphere, and the manager informs us that the system of regular meetings works far better. Improvements in social amenities and welfare facilities were recommended, as the concern was situated in an isolated district with few community resources.

(8) *General Surveys*.—A general survey of the working-conditions and personnel problems of a group of factories was asked for jointly by the employers and the union of the industry in question. Five establishments were visited, and a report presented on their joint problems.

RELATIONS WITH OTHER BODIES

The Manufacturers' Research Committee serves as a link between the Department and manufacturing industry, and the association of the Industrial Psychology Division with this new committee has naturally been a close one. The Executive-Secretary of the Manufacturers' Research Committee has been co-opted a member of the Industrial Psychology Advisory Committee. The Division has also performed certain services for the Manufacturers' Research Committee. In particular, a memorandum on industrial legislation dealing with health and welfare was prepared.

Relations with the Vocational Guidance Centres have also remained close and cordial. In Christchurch Dr. Winterbourn has divided his time between the Vocational Guidance Centre and the Industrial Psychology Division. In Auckland Mr. Churton assisted the Centre with psychological examinations. In Wellington Mr. Hearnshaw has been elected President of the local Vocational Guidance Association, and the Division has assisted the Association in the preparation of a memorandum on juvenile labour for the Wellington Manufacturers' Association.

Contact has also been maintained with the New Zealand Standards Institute on certain problems connected with the design of office equipment.

Satisfactory relations have continued with both employers' and workers' organizations.

Requests for information about the work of the Division have been received from Great Britain, the United States of America, Canada, Australia, India, and Palestine.

NEW ZEALAND LEATHER AND SHOE RESEARCH ASSOCIATION

Director: Mr. P. WHITE. Assistant Director: Mr. F. G. CAUGHEY

LEATHER RESEARCH ASSOCIATION

Advisory Committee.—Messrs. A. E. Lawry (Chairman), C. Arlington, F. Astley, S. L. Wright, R. L. Andrew, and F. Johnston.

The interest both in New Zealand and overseas in the results of the work which has been and is being done by this research association shows that the activities are being directed along lines of value to the industry generally as well as for the tanners of New Zealand.

Quality of Sole Leather.—The real quality of sole leather is measured by the amount of actual wear which can be obtained from a sole of a given thickness. The length of time which a sole may last before the inevitable hole appears varies according to the conditions of wear. This does not mean that the quality varies, but that the life of a sole, as measured in days of wear, varies according to the conditions under which it is worn. If sole leather is to be sold on a real quality basis, then some test, chemical or physical, must be devised which can quickly test its quality, as defined above, in relation to terms of actual wear. Unfortunately, up to the present no such test has been devised. Consequently, the assessment of the quality of sole leather still depends on the personal opinions of seller or buyer. Considerations of colour, feel, and weight may indicate certain desirable features, but so far these have not been correlated with wearing value.